



Health Care Flexible Spending Account: Fact Sheet

What's Its Purpose?

To help you pay tax-free for eligible out-of-pocket medical, prescription drug, dental and vision expenses not covered in full by another benefit plan.

Who Owns It?

The account belongs to your company. So your participation ends when your employment does, or when you choose to end participation on your own.

What Can I Use the Money For?

To pay tax-free for eligible out-of-pocket medical, prescription drug, dental and vision expenses. You can review [Publication 502](#) for a full list of eligible expenses or visit the MyChoice Accounts [website](#).



Is There a “Use It or Lose It” Rule?

You must use your account balance by March 15 of the following year. After that, you forfeit any unused balance.

How Do I Contribute?

You can make pre-tax contributions from your paycheck. You can't change your contribution amount during the year, unless you experience a qualifying life event (for example, the birth or adoption of a child).

Is There a Tax?

There's no tax on your contributions through pre-tax payroll deductions. The money comes out of your pay before federal state, local and Social Security taxes are calculated.

How Do I Access My Balance?

When you log in to the benefits portal via Workday, you'll be able to see your Health Care FSA balance, along with any expenses you've used your account to help pay for. You may also access the the MyChoice® Mobile App for balance information on the go ([iOS](#) or [Android](#)).

How Do I Get Reimbursed?

When you establish your account, you'll get an FSA debit card to help make it quick and easy to pay for eligible expenses.

Or, if you prefer, you can also submit a reimbursement request. Benefitsolver makes it easy to scan and submit receipts for reimbursement. You should keep receipts and Explanation of Benefits (EOBs) for all purchases, just in case you're asked for them as part of the reimbursement process.